

UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION

RECEIVED

OCT 17 2018 B

THOMAS G. BRUTON
CLERK, U.S. DISTRICT COURT

James Ray Jr.)

(Name of the plaintiff or plaintiffs))

v.)
Chicago Display)

Marketing)

Ron's Staffing)
(Name of the defendant or defendants))

CIVIL ACTION

1:18-cv-06982
Judge Virginia M. Kendall
Magistrate Judge Young B. Kim

COMPLAINT OF EMPLOYMENT DISCRIMINATION

1. This is an action for employment discrimination.

2. The plaintiff is James Ray Jr. of the

county of Cook in the state of IL.

3. The defendant is Chicago Display Marketing, whose
street address is 2021 West Street River Grove,

(city) River Grove (county) Cook (state) IL (ZIP) 60171

(Defendant's telephone number) (800) - 681 - 4340 ext 8151

4. The plaintiff sought employment or was employed by the defendant at (street address)

Ron's Staffing Co. (city) Chicago
(county) COOK (state) IL (ZIP code) 60639

See attached Appendix A

Appendix A

3A. The defendant is; Ron's
Stopper CO.

Street address is: 4700 w.
Diversey County Cook street IL 60639
773- 282- 7788

4A. The plaintiff was or is
a temporary employment Chicago Display
Marketing.

[If you need additional space for ANY section, please attach an additional sheet and reference that section.]

5. The plaintiff [*check one box*]

(a) was denied employment by the defendant.

(b) was hired and is still employed by the defendant.

(c) was employed but is no longer employed by the defendant.

6. The defendant discriminated against the plaintiff on or about, or beginning on or about,

(month) April, (day) 1, (year) 2017.7.1 (*Choose paragraph 7.1 or 7.2, do not complete both.*)

(a) The defendant is not a federal governmental agency, and the plaintiff [*check one box*] *has not* *has* filed a charge or charges against the defendant

asserting the acts of discrimination indicated in this complaint with any of the following government agencies:

(i) the United States Equal Employment Opportunity Commission, on or about
 (month) Jul (day) 13 (year) 2018.

(ii) the Illinois Department of Human Rights, on or about
 (month) _____ (day) _____ (year) _____.

(b) If charges *were* filed with an agency indicated above, a copy of the charge is

attached. YES. NO, but plaintiff will file a copy of the charge within 14 days.

It is the policy of both the Equal Employment Opportunity Commission and the Illinois Department of Human Rights to cross-file with the other agency all charges received. The plaintiff has no reason to believe that this policy was not followed in this case.

7.2 The defendant is a federal governmental agency, and

(a) the plaintiff previously filed a Complaint of Employment Discrimination with the defendant asserting the acts of discrimination indicated in this court complaint.

[If you need additional space for ANY section, please attach an additional sheet and reference that section.]

Yes (month) _____ (day) _____ (year) _____

No, did not file Complaint of Employment Discrimination

(b) The plaintiff received a Final Agency Decision on (month) _____
(day) _____ (year) _____.

(c) Attached is a copy of the

(i) Complaint of Employment Discrimination,

YES NO, but a copy will be filed within 14 days.

(ii) Final Agency Decision

YES NO, but a copy will be filed within 14 days.

8. (*Complete paragraph 8 only if defendant is not a federal governmental agency.*)

(a) the United States Equal Employment Opportunity Commission has not issued

a Notice of Right to Sue.

(b) the United States Equal Employment Opportunity Commission has issued a

Notice of Right to Sue, which was received by the plaintiff on

(month) July (day) 17 (year) 2018 a copy of which

Notice is attached to this complaint.

9. The defendant discriminated against the plaintiff because of the plaintiff's [**check only those that apply**]:

(a) Age (Age Discrimination Employment Act).

(b) Color (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).

[If you need additional space for ANY section, please attach an additional sheet and reference that section.]

(c) Disability (Americans with Disabilities Act or Rehabilitation Act)

(d) National Origin (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).

(e) Race (Title VII of the Civil Rights Act of 1964 and 42 U.S.C. §1981).

(f) Religion (Title VII of the Civil Rights Act of 1964)

(g) Sex (Title VII of the Civil Rights Act of 1964)

10. If the defendant is a state, county, municipal (city, town or village) or other local governmental agency, plaintiff further alleges discrimination on the basis of race, color, or national origin (42 U.S.C. § 1983).

11. Jurisdiction over the statutory violation alleged is conferred as follows: for Title VII claims by 28 U.S.C. §1331, 28 U.S.C. §1343(a)(3), and 42 U.S.C. §2000e-5(f)(3); for 42 U.S.C. §1981 and §1983 by 42 U.S.C. §1988; for the A.D.E.A. by 42 U.S.C. §12117; for the Rehabilitation Act, 29 U.S.C. § 791.

12. The defendant [*check only those that apply*]

(a) failed to hire the plaintiff.

(b) terminated the plaintiff's employment.

(c) failed to promote the plaintiff.

(d) failed to reasonably accommodate the plaintiff's religion.

(e) failed to reasonably accommodate the plaintiff's disabilities.

(f) failed to stop harassment;

(g) retaliated against the plaintiff because the plaintiff did something to assert rights protected by the laws identified in paragraphs 9 and 10 above;

(h) other (specify): _____

[If you need additional space for ANY section, please attach an additional sheet and reference that section.]

[If you need additional space for ANY section, please attach an additional sheet and reference that section.]

13. The facts supporting the plaintiff's claim of discrimination are as follows:

See Appendix B

14. **[AGE DISCRIMINATION ONLY]** Defendant knowingly, intentionally, and willfully discriminated against the plaintiff.

15. The plaintiff demands that the case be tried by a jury. YES NO

16. THEREFORE, the plaintiff asks that the court grant the following relief to the plaintiff
[check only those that apply]

(a) Direct the defendant to hire the plaintiff.
(b) Direct the defendant to re-employ the plaintiff.
(c) Direct the defendant to promote the plaintiff.
(d) Direct the defendant to reasonably accommodate the plaintiff's religion.
(e) Direct the defendant to reasonably accommodate the plaintiff's disabilities.
(f) Direct the defendant to (specify): _____

[If you need additional space for ANY section, please attach an additional sheet and reference that section.]

[If you need additional space for ANY section, please attach an additional sheet and reference that section.]

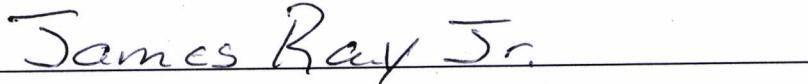
(g) If available, grant the plaintiff appropriate injunctive relief, lost wages, liquidated/double damages, front pay, compensatory damages, punitive damages, prejudgment interest, post-judgment interest, and costs, including reasonable attorney fees and expert witness fees.

(h) Grant such other relief as the Court may find appropriate.

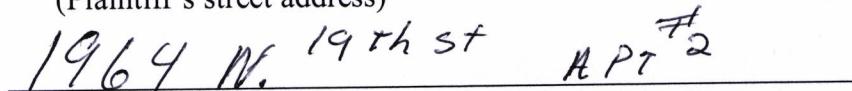
(Plaintiff's signature)



(Plaintiff's name)



(Plaintiff's street address)



(City) McLrose Park (State) IL (ZIP) 60160

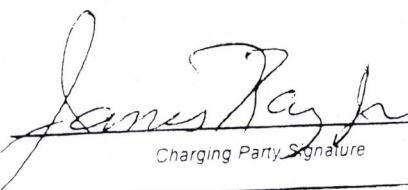
(Plaintiff's telephone number) (723) - 459-7889

Date: 10/17/18

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC Agency(ies) Charge No(s): 440-2018-06631	
Illinois Department Of Human Rights and EEOC			
Name (indicate Mr., Ms., Mrs.) James Ray, Jr.		Home Phone (Incl. Area Code) (773) 459-7889 Date of Birth 1972	
Street Address 1964 N Melrose, Apt #2, Melrose Park, IL 60160		City, State and ZIP Code	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name CHICAGO DISPLAY MARKETING		No. Employees, Members 15 - 100	Phone No. (Include Area Code) (708) 842-0001
Street Address 2021 West Street, River Grove, IL 60172		City, State and ZIP Code	
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es).)			
DATE(S) DISCRIMINATION TOOK PLACE Earliest 04-20-2018 Latest			
<input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		<input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)). <p>I was placed as a temporary worker with Respondent on or around March 21, 2016. I am currently working as a Laborer. During my employment, I have been paid less than Hispanic employees and have been giving money under the carpet. I was subjected to different terms and conditions, including, but not limited to, being reassigned and heavily scrutinized. I was subjected to and reported to Respondent sexual misconduct. Subsequently, I have been harassed.</p> <p>I believe I have been discriminated against because of my race, Black, sex, and in retaliation for engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended.</p>			

<p>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p>	<p>NOTARY – When necessary for State and Local Agency Requirements</p>
<p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</p>	
<p>SIGNATURE OF COMPLAINANT</p>	
<p>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)</p>	

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION		Charge Presented To:	Agency(ies) Charge No(s):
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		<input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 440-2018-04787	
Illinois Department Of Human Rights			
State or local Agency, if any			
Name (indicate Mr., Ms., Mrs.) James Ray, Jr.		Home Phone (Incl. Area Code) (773) 459-7889	Date of Birth 1972
Street Address 1964 N Melrose, Apt #2, Melrose Park, IL 60160		City, State and ZIP Code	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name RON'S STAFFING COMPANY		No. Employees, Members 15 - 100	Phone No. (Include Area Code) (773) 282-7788
Street Address 4700 W Diversey Avenue, Chicago, IL 60639		City, State and ZIP Code	
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es).)			
<input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)			
		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 04-20-2018	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I began employment with Respondent in or around June 2017. I am currently a temporary worker at Chicago Display Marketing Co. During my employment, I observed that Respondent only places Hispanic temporary employees at Chicago Display Marketing Co.</p> <p>I believe I have been discriminated against because of my race, Black, in violation of Title VII of the Civil Rights Act of 1964, as amended.</p> <p style="text-align: right;">JUL 13 2018</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		<small>NOTARY – When necessary for State and Local Agency Requirements</small> I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. <small>SIGNATURE OF COMPLAINANT</small> SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <small>(month, day, year)</small>	
<u>Jul 13, 2018</u> <small>Date</small>		 <small>Charging Party Signature</small>	

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: James Ray, Jr.
1964 N Melrose
Apt #2
Melrose Park, IL 60160

From: Chicago District Office
500 West Madison St
Suite 2000
Chicago, IL 60661



*On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))*

EEOC Charge No.	EEOC Representative	Telephone No.
440-2018-04787	Alison Fisher, Investigator	(312) 869-8147

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
- Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
- The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
- Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge
- The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
- Other (briefly state)

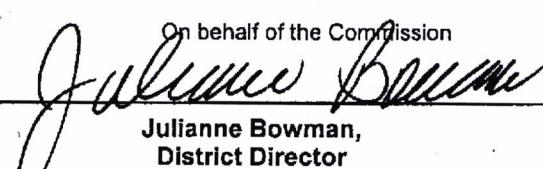
- NOTICE OF SUIT RIGHTS -
(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed WITHIN 90 DAYS of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

Enclosures(s)

On behalf of the Commission



Julianne Bowman,
District Director

7/17/18

(Date Mailed)

cc: RON'S STAFFING SERVICES CORPORATE OFFICE
c/o Chief Executive Officer
666 Dundee Road
Suite 103
Northbrook, IL 60062

EQUAL EMPLOYMENT OPPORTUNITY MISSION**DISMISSAL AND NOTICE OF RIGHTS**

To: **James Ray, Jr.**
1964 N Melrose
Apt #2
Melrose Park, IL 60160

From: **Chicago District Office**
500 West Madison St
Suite 2000
Chicago, IL 60661



*On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))*

EEOC Charge No.

EEOC Representative

Telephone No.

440-2018-06631

Alison Fisher,
Investigator

(312) 869-8147**THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:**

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- Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
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- Other (briefly state)

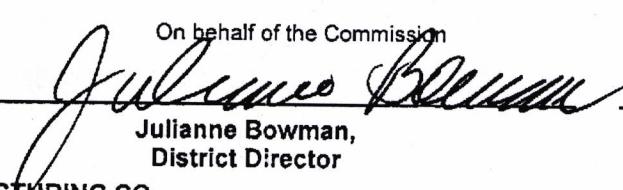
- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

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On behalf of the Commission



Julianne Bowman,
District Director

(Date Mailed)

Enclosures(s)

cc: **CHICAGO DISPLAY MANUFACTURING CO.**
c/o Jamie Binny
President
2021 West Street
River Grove, IL 60172

Appendix B

2#

My issues:

Carlos number one work over
and in the workshop room, he
quit, walk off his job one morn-
ing. This happen at the end Mar-
ch or the middle of 2017. Carlos
number one work for Ron's Staff-
ing.

My Superior of C.D.M

Jamme: President

Mila Kulesa: VP

Juan: Plant Manager

Flace: Supervisor

Nitcho: Sub Supervisor

Carlos number one position
was filled by Jose or J. Who is
a Company Man at C.D.M. Jose is
over the workshop room now. Why,
didn't Juan not bring in some
one new to fill Carlos position?

Appendix B

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This like's Jose or Jr. position open. Here are some temporary aid workers that was here before me, Nitcho, Humberto, Wing, Memo, Rino. All work for Ron's Stepping. Then me James Ray Jr., after me Kirby wise. we work for Elite Stepping.

Now! Should not Jose or Jr. position be filled from among us? You would think so.

Jose or Jr. the company man have his brother Victor come through Ron's Stepping. Juan have Jose or Jr. train his brother to spray paint and the work he use to do in the wood shop room. Now Victor Jose or Jr. brother have filled his position.

Is that not nepotism?

Patronage bestowed or favoritism show on the basis of family relationship, as in business or politics.

Patronage: the control of or power to make appointments to government jobs ~~or~~ on a basis other than merit alone.

Kirby Wise who, also work for Elite Stepping and who have work at C.D.M., went to Mila on Complaining and ask why did Jose's brother get a position form the door and I have being here for one year?

That's what Kirby Wise come and told me. He did not tell me when he ask Mila.

I was wondering why after two weeks Juan come and ask me would you like to learn how to ~~the~~ spray paint. Jose will show you.

Little did Juan know that I already knew how to spray paint. And what Jose show me this and that it wasn't five minutes, and he walk off.

The reason why I did not say or tell Juan I know how to spray paint I would like to be paid for spray painting.

How did I come to be in the paint department? I was Jose assistant what ever he would paint I would flip it and when it's dry's I would take it end off the racks.

The first time I assist Jose was in the month of November. Jose need help spray painting did Juan come to me then and ask me would I like to learn how to spray paint? Or did Juan have new man come in then? No! Juan got a man who was already working as a temp aid. Octavio and Jose train him. I was work as a temp aid before Octavio.

When Juan come and ask, would I like to learn how to spray paint? Juan told me that this would be my new permanent position from now on. I told Juan thank you all very much, thank you!

My first half a day I spray 72 backs with out an assist. The next day I strated late because Juan had me doing something else. I was still able to spray 76. Juan said to me that good.

Ces

We were living Juan told Victor something in spanish. I know it was about me because Victor turn around and look at me.

The next's morning I knew what Juan told Victor to do. You Victor spray in the morning.

Victor come and took over my spray booth. I ask Victor what are you doing? Victor told me Juan told me to spray this morning.

Jose and his brother Victor was prepare to fight, they aspect me too, argue. I use dis-
cernment and waited for Juan.

So I went an ask Flaco what do you have for me to do? Flaco said: What? You are over painting now. I said to Flaco Juan told Victor to spray, I don't know what is going on.

About that time Juan walk in and he look at me, he did not look surprise if he knew something had happen. So he walk off and he come back an ask me, buddy what are you doing up here, you are sup-
posed to be painting.

You told Victor to paint, I said to Juan. He look at me and said come with me, so we went to the spray booth.

Juan told me again I put you over the paint department if I did not tell you to move you do not move!

Now! we are at the spray booth. What do you think Juan would ask or say to Victor?

You would think Juan would have corrected Victor or ask him, Why did you tell Ray I told you to paint? Or Ray is over the spray department.

No! Victor goes in the woodshop on work. Victor did.

Juan told me to spray so I did all that day. The next day Victor and I work together as a team. So now Mila only wants Victor and I to come in at 6 AM instead of 7 AM or. Now Mila wants Victor and I to come in on Sat. 7 to 1 PM or. But guess who did not show Victor. Juan was so disappointed, I could see it in his eyes and face.

This was the first time I work overtime this year. Guess what happen the next week? Juan made me to work in the woodshop room. I was doing work that Victor was train to do and he knew how too do it, so do I.

I did not question Juan, why? I went and work in the woodshop room.

Victor is like painting. A week and a half later, Juan tell's me you well be painting next week. April 28, 2017: My reply was "yel right, are you serious?" Because look ~~with~~ what you are doing and how you are handing this issue. I said to myself.

As of May 1, 2017 I am back in the paint department. My being there is still question able, I tell Jose and Raria Juan assist, The both of them said No! I said ok what do you want me to do? I do not know they say.

Juan have arrived on the scene. Raria and Jose ask in spanish? Juan say Yes! Joss and Raria took an strike!

I begin to spray backs which are $2\frac{1}{2} \times 4$ or so plywood.

As usual I am work dilig-ently at production.

Jamini ask me Ray I want you to paint house! I took it as a comment.

Floco told me that I am Picasso with the spray gun.

Mila son Sean said I am doing a very good job.

Jerry say I am the man Keep
me going.

Mark give me a high
five.

Mila ask and told me that
she want and need a 120 backs
from me a day, Can you do that
for me? NO! Problem, I tell
Mila, Are you sure Ray?
How'd every eat you down? I
ask? Get it done she tell me.

I did 130 on Thu. On Fri 128 on
Sat. I painted all the backs that
was ready. There were still about
200 or so more to be painted when
they were ready.

Monday May
15, 2017 I was told to paint the base-
s for the backs. This got off to
a slow start. I had to wash and
clean my gun from last week I
was only able to put clean water
in it. So the gun is clean. I
stir up my paint I went to get
my bases, and start to spray.

My gun
is not spray right. I work with
adjusting the air pressure to no
avail. So I had to reclean the
gun. The gun is spray good now.

1027

I notice Juan is watch me more than usual. So I begin to look back at him.

Now it is break time or break is over. I begin to spary Juan go over to Victor and tell him something. Victor look at me out of the corner of his eyes.

Juan tell's Victor that he is about to move me on gett me from back here.

Why did say that 10 minute later a new temp aid worker from Ross's staffing. Whom name is Carmel. He is stand behind me, I ask him can I help you do you need something?

Juan told me to watch you and learn I am going to paint.

I said what? So I go and ask Juan. what is Carmel doing stand behind me? She will be paint now.

I ask Juan what on I going to do? You are going put ^{the} mold on the side for the bunker and make the bunker.

Did you not tell me that Kirby was going to do that?

Why can't Victor put the molding on the side for the bunker? Juan tell me Victor have to be trained. His is already trained and why can't you trained Carmel? I ask Juan. Juan looking at the floor.

I tell him I am going to talk to Mila alright go Juan says.

I went to Mila office, she ask me what's up? Mila I am been short changed, Juan have more time to put the molding on the side and to make the bunkers.

Ray

Mila says to me do not have the time to trained Victor you have more experience. The bunkers have to be mad and ship.

Guess what? They Kirby, Nitche, Memo, Humberto started making the bunkers wed 17, 2017. Where am I working with Flaco, then to Christian, I did not make one bunker. The bunkers are still in the ware house.

I was off the Sat. I ask for time off to attended my convention. I am a servant of the true God Jehovah.

I am back at work Mon 22, May 2017. I'm I painting at my spray booth? No! Nor is Carmel he is not working at C.D.M. any more.

Victor and a new hispanic man, that have been work at C.D.M for about 1 month or so. He spray in my place, he had to be train, train - trained! Who work for Ron?

Where and? Working in the back of the ware house opening up boxes, unloading containers.

Victor have and is fulfilling his brother position by working painting and in the woodshop room.

One other motive Juan may have move me on May 10, 2017, At 12:47 pm. I saw Juan and Caught Juan going into Raria leggings. At Juan desk.

This is not my first time almost catchen them. Kirby and I was ging to unload a continer we was next talken until we pass Juan desk.

Raria come runing out no were pulling up her legging pulling down her shirt.

Raria motion to me and Kirby with her hands up for us to stop. She come running from the side of the spray booth and between the garage door.

The second time was at his desk. Juan was setting at his desk, Raria walk up to Juan and he went to grope her. Juan could'nt see me because he is setting and there is a wall in front of his desk. Raria stop him because I was back there and said Ray, Ray. November 2016

I want to talk to Sonya about this issue. Sonya told me to go and tell Joe head HPR. I met with Joe on June 1, 2017 about 3:30 p.m.

I was supposed to meet with Joe in the near future to give him this report, so that he can do an invitation.

I can not do that now, because C.D. m. have doing a way with C lite Staffing.

I am still work at C.D. m. I had to go through Ron's Staffing.

Appendix

1#

As of June 5, 2017 I am employ
by Ron's Staffing Co. 4700 W. Division
IL 60639 (733) 282-7788

Previous

I was employ by Elite Staffing 1615 W.
Lake Street Melrose Park, IL 60160
(708) 356 4400 (more will expand)

Elite Staffing sent me to CDM,
Chicago Display Marketing Corporation
2021 West Street River Grove, IL
60171 800-681-4340

I started at CDM
on or around the middle of March or
the beginning of April according to
my earliest check stub 4/4/16 - 4/10/2016

The Superiors of CDM

Jommi: President

Mila Rulosa: V.P.

Juan: Plant Manager

Flaco: Supervisor

Nitcho: Sub Supervisor

My Objectives: Working for self or at any company, motivated professional seeking an advanced opportunity to utilize my extensive experience working for a progressive company.

Did I live up to my words?

Some tasks that I excel in, and were commend for: "You are a very good worker; you are doing a good job Ray moodoo."

My first tasks are in these order.

putting channels on bunkers shelf first two weeks

third week drilling hold in the back bunkers panel and enlarging the drilling hold, and painting the backs

This is the first and last time Jwon commend me for been a good worker

The fourth week back to putting channels on bunkers shelf and Making the frame for the bunkers bases.

The fourth week was a good week for me, why?

Mila comm-
en for doing a good job, and ask:
is there anything that you do not know
how to do? Are there any more
like you where you come from?

I response: yes you well have
to go to Mississippi to get them.

Mila tell's me you are not
going to be making \$10.00 an hour
any more I am give you a rise.
You are going to be making \$11.00
an hour.

Thank you very Much
Mila, I will not let you down.

One

Other thing I am give you a new
name: Black Mexican.

102/12/18 11:00 AM - 12/1/18 to 12/11/18
\$8.50 : 8 hrs

Nitche, what is Ray new name? Mile tell's him in spanish:

Wing, do you know what's is Ray new name: Balck Mexican

Flaco, guess what's is Ray new name? Mile tell him: Black Mexican.

Kirby Ray's New name is Balck Mexican

The fifth week Making the frame for the bunkers.

By the way Making the bunkers frames was a two men job. I turn it into a one man job. When Mile saw that I could them by myself, she ask me can I making her two hundred a day? Yes I response. Did I yes!!

Months letter C.O.M had a special job for Wal Mart. These huge four sided shelf they ~~were~~ were about 4~~0~~ x 48. Numbering the hundred "Out on time"

They had to be assembled, Mila put me in the joant. I ask her why, she say's: I don't know that they will get doing".

A half month letter Mila call me into her office, She told me to go up front with ~~Mark~~ ^{one} and you stay up there with him and don't leave.

I had to help Mark with mounting wiring up rechargeable laptop battery machine

They number in the hundred
3 to 4 x 6' 4"
Out on time

Making bunkers and bases
for bunkers, putted on graphic for bun-
kers.

With load containers by hand
Preparing orders for shiper
Spray paint
running the rotors to cut channel
in wood for modeling and the circle
rator for cutting the corners off wood,
Running
the team modeling Machine for putting
the modeling around wood.

You would think that CDM
would have hired or when a position
open I would fill it.

A spray paint position open who did
EDM give it to? A outsider, Where
was I place in the back of were
house, Doing what? Opening boxes
and taken out wire shelf, that
a family of raccoons ~~bears~~ invade terri-
tory and waste.